



MODERN SLAVERY STATEMENT FOR THE YEAR ENDING 30 JUNE 2021

Cox Architecture Pty Ltd - ABN 95 002 535 891

This statement has been developed to comply with the requirements as stated in the Australian Modern Slavery Act 2018. It has been approved by the Cox Architecture Pty Ltd ('Cox') Board of Management and signed by the Cox Managing Partner in accordance with the Act.

Structure, Operations & Supply Chain

Cox Architecture Pty Ltd is one of the largest architectural practices in Australia with approximately 600 staff and directors across six offices in Australia and with representative or collaborative arrangements in other places where we have no office.

As a provider of services in architecture, planning, urban design and interior design our operations rely on the talents of our teams of architects and designers. These teams are supported by our national shared services functions and operate under a standard corporate set of policies and directives through a common quality management system. Using this approach ensures that all our employees operate to a high standard.

Our operations are also supported by:

- Subconsultants who support us in providing our client services
- Organisations, including labour suppliers, that provide services to support the delivery of our projects
- Support services and product suppliers providing, for example, facilities management, office equipment and supplies, legal and financial advice, and travel services.

Risk Assessment

We consider the risks of modern slavery and human trafficking in our operations and supply chain to be low. There are however parts of our operations that we are mindful have the potential for increased risk. These include:

- The use of subconsultants, particularly in overseas projects in the Middle East and Asia
- The sourcing of materials and samples in Australia and overseas that we recommend as part of our designs
- The sourcing of support services in industries with low wage jobs such as cleaners and office supplies.



Risk Mitigation

Our operations function under one common quality management system with which all staff must comply. We have policies, procedures and training on how we operate, act and behave including a Code of Conduct and policies on Equal Opportunity, Anti Bullying and Harassment, and Recruitment.

We also seek to agree contractual terms with our subconsultants and suppliers of services and products that align with our standards and principles and minimise the risk of modern slavery in our supply chain.

Effectiveness of our approach

We monitor the performance of our suppliers and the services they provide to us. We also monitor our employment and procurement processes. Regular third-party audits verify compliance with our quality management system and international quality standards.

We are committed to the prevention of modern slavery and human trafficking and will continue to look for areas to improve our approach. This includes further developing our processes in the assessment of our suppliers and subconsultants and training our staff in implementation.

This statement is approved by the Cox Board of Management and signed by:

Russell Lee
Managing Partner
Cox Architecture Pty Ltd
11 April 2022